

Message Text

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PAGE 01 OECD P 09907 051123Z
ACTION EUR-12

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SUBJECT: GENERAL REVIEW OF CCG SALARIES

REF: CSG(77)1

1. AT SPECIAL MARCH 31-APRIL 1 CCG MEETING DEVOTED TO SALARY REVIEW, NO DELEGATIONS COULD ACCEPT FORMULAS PROPOSED BY SEC-GENS (REFDOC). STAFF ASSOCIATION REPS WERE PRESENT THROUGHOUT DISCUSSION, URGING SPEEDY HANDLING OF ITEM. DISCUSSION WAS DIVIDED INTO TWO PARTS:

2. THE A&L GRADES FOR WHOM SEC-GENS PROPOSE AN INCREASE IN EXCESS OF THE 133RD REPORT FORMULA (SEE REFDOC TABLE IV COLS. 7 AND 8). DESPITE STRONG URGING BY SEC-GENS REP THAT INCREASE IS REQUIRED FOR RECRUITMENT AND TO COMPETE WITH EEC WAGES, CONSENSUS REACHED AMONG DELEGATIONS ON FOLLOWING POINTS:

A.) WE SHOULD STICK TO FORMULA PROVIDED BY 133RD REPORT. SINCE IT IS ONLY THREE MONTHS SINCE ITS PASSAGE BY COUNCILS, WE SHOULD NOT BE SO QUICK TO
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PAGE 02 OECD P 09907 051123Z

DEVIATE FROM ITS PROVISIONS (AS SUGGESTED BY SEC-GENS).

B.) IN PASSING 133RD REPORT, COUNCILS AGREED THAT, IF CIRCUMSTANCES JUDGED BY COUNCILS TO BE EXCEPTIONAL ARISE, THEY COULD INVITE CCG TO FORMULATE PROPOSALS DEROGATING ON AN AD HOC BASIS FROM THE CEILING ESTABLISHED IN ARTICLE VI OF THE 133RD REPORT.

NO DELEGATION FELT THESE CIRCUMSTANCES EXISTED THIS YEAR.

C.) EVEN IF EXCEPTIONAL CIRCUMSTANCES DID EXIST, CCG DID NOT YET HAVE MANDATE TO CONSIDER THESE. UNTIL THIS INVITATION FORTHCOMING, CCG SHOULD PREPARE REPORT TO COUNCILS RECOMMENDING FORMULATION DICTATED BY 133RD REPORT. NEXT STEP MAY BE FOR SEC-GENS TO TAKE THEIR PROPOSALS DIRECTLY TO OECD COUNCIL, HOPING FOR ENDORSEMENT THAT EXCEPTIONAL CIRCUMSTANCES EXIST.

3. SEVERAL HOST-COUNTRY REPS (BELGIUM, NETHERLANDS, UK) TOOK ISSUE WITH SEC-GENS PROPOSALS FOR B&C GRADES. OBJECTIONS CENTERED AROUND METHODOLOGY OF EMPLOYERS' SURVEY, SELECTION OF BEST LOCAL EMPLOYERS, AND TECHNICAL COMPARISONS OF STEPS IN VARIOUS GRADES OF SALARY STUDY PREPARED BY INTER-ORGANIZATIONS SECTION. DESPITE US DEL URGING THAT CCG MOVE PROMPTLY IN REPORTING TO COUNCILS, CHAIRMAN MASSBERG ALLOWED INTERESTED HOST-COUNTRY REPS TO MEET WITH INTER-ORGANIZATIONS SECRETARIAT PERSONNEL BEFORE NEXT REGULARLY-SCHEDULED CCG MEETING APRIL 20-21.

4. US DEL TOOK NO POSITION ON B&C GRADES EXCEPT TO SUPPORT STAFF ASSOCIATION'S REPEATED PLEA THAT ISSUE BE QUICKLY RESOLVED TO AVOID FURTHER STAFF PROBLEMS. WE ALSO URGED CHAIRMAN MASSBERG TO BE IN TOUCH WITH HOST-COUNTRY DELS BEFORE NEXT MEETING AND IF POSSIBLE TO HAVE DRAFT REPORT TO COUNCILS PREPARED FOR LIMITED OFFICIAL USE

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PAGE 03 OECD P 09907 051123Z

CCG TO APPROVE APRIL 20.

5. INFORMAL SOUNDINGS OF HOST-COUNTRY DELS PROVIDED PESSIMISTIC FEELING THAT REPORT WILL SLIP TO MAY. BELGIAN DEL DISTRUSTS B&C GRADE STATISTICS TO SUCH AN EXTENT THAT HE DEMANDS TO SEE NAMES OF EMPLOYERS SURVEYED--A VIOLATION OF SURVEY'S SECRECY.

6. WOULD APPRECIATE DEPARTMENT: (1) AFFIRMING THAT US DEL IS HEADING DOWN RIGHT COURSE OF A&L GRADES AND, (2) SUGGEST THAT US NATO URGE HOST-COUNTRY DELS HEADQUARTERED AT NATO TO HASTEN RESOLUTION OF THEIR OBJECTIONS ON B&C GRADES IN INTEREST OF STAFF HARMONY. HERE IS CLASSIC EXAMPLE OF CCG DILLY-DALLYING ON ISSUE THAT HAS POSSIBILITY OF EXACERBATING PRESENT STAFF SITUATION.
KATZ

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